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ABSTRACT

This report contains summary descriptions of twenty-nine projects which have been implemented during 1978-80 in the state of Washington. By their design, they address the need for vocational equity. The projects received funding from one of several sources including the Washington State Commission for Vocational Education's Research Coordinating Unit, the Council on Post Secondary Education, the State Board for Community College Education, and the Comprehensive Employment and Training Act. Each project is identified by title, agency, and contact person(s) and address. A description of the project, objectives, activities, findings, and/or products follows. Focuses of the projects include non-traditional vocational education, occupations, and student recruitment; sex equity; career counseling and planning; displaced homemakers; women, women in transition, and women in science and technology; educationally/economically disadvantaged; handicapped; job search techniques; and job placement. (YLB)

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VOCATIONAL EQUITY PROJECTS IN

WASHINGTON STATE

- A Summary Report -
(1978-1980)

This report contains summary descriptions of projects which have been implemented during the 1978-1980 period in the state of Washington, and which by their design address the need for vocational equity. Projects summarized herein received funding from one of several sources including the Washington State Commission for Vocational Education's Research Coordinating Unit, the Council on Post Secondary Education, the State Board for Community College Education, and the Comprehensive Employment and Training Act.

Compiled by John Knold, Graduate Student Intern

Under the supervision of

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U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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VOCATIONAL EQUITY PROJECTS IN WASHINGTON STATE

- A Summary Report -
(1978-1980)

TABLE OF CONTENTS

Project Number and Name		Page
1.	NEW CAREER HORIZONS, Skagit Valley College.	1
2.	A MODEL TO INCREASE AND RETAIN NON-TRADITIONAL AND HANDICAPPED SECONDARY VOCATIONAL ENROLLMENT, Edmonds School District.	2
3.	PROMOTION OF SEX EQUITY IN NON-TRADITIONAL VOCATIONAL EDUCATION, Shoreline Community College.	3
4.	HORIZON PROJECT, North Seattle Community College.	4
5.	NON-TRADITIONAL CAREERS FOR MEN AND WOMEN, North Seattle Community College.	5
6.	PRE-VOCATIONAL COURSE FOR WOMEN IN NON-TRADITIONAL OCCUPATIONS Bellingham Vocational-Technical Institute.	6
7.	NON-TRADITIONAL CAREER INFORMATION AND COUNSELING CENTER South Seattle Community College.	7
8.	DISPLACED HOMEMAKER JOB DEVELOPMENT AND PLACEMENT PROGRAM Seattle YWCA.	8
9.	CAREERS FOR DISPLACED HOMEMAKERS, Griffin Business College, Seattle.	9
10.	PROJECT NON-TRADITION, Seattle Opportunities Industrialization Center.	10
11.	DISPLACED HOMEMAKER CENTER, Bellevue Community College.	11

12. EXTENDED ENTRY MODEL FOR VOCATIONALLY UNDERPREPARED ADULTS
Highline Community College. 13

13. NEW HORIZONS FOR WOMEN IN TRANSITION, Clover Park
Vocational-Technical Institute. 14

14. CAREER AND LIFE PLANNING OUTREACH PROJECT, Highline
Community College. 15

15. CAREERS FOR WOMEN IN SCIENCE AND TECHNOLOGY, Highline
Community College. 16

16. DISPLACED HOMEMAKER PROGRAM, Tacoma YWCA. 18

17. PRE-TRAINING FOR APPRENTICESHIP PROGRAMS IN CONSTRUCTION
AND METAL TRADES, Renton Vocational-Technical Institute. 19

18. PROJECT NON-TRADITION, Tacoma/Pierce OIC. 20

19. WORK OPTIONS FOR WOMEN, Olympia YWCA. 21

20. TRAINING EDUCATIONALLY/ECONOMICALLY DISADVANTAGED WOMEN
AND MEN IN PARK OPERATION AND MAINTENANCE, Washington State
Parks and Recreation Commission. 22

21. DISPLACED HOMEMAKER PROGRAM, Lower Columbia Community
Action Council. 23

22. NON-TRADITIONAL JOB OPPORTUNITIES, Lower Columbia College 24

23. YWCA JOB BANK, Vancouver YWCA. 25

24. PROJECT SHARE, Wenatchee Valley College. 26

25. GUIDELINES TO ACHIEVE SEX EQUITY IN VOCATIONAL EDUCATION
Washington State University, Pullman. 27

26. DIAL WOMEN/VOCATIONAL EDUCATION OPPORTUNITIES, Washington
State Community College District 17, Spokane. 28

27. DISPLACED HOMEMAKER CENTER, Spokane Falls Community College. 29

28. POSITIVE JOB SEARCH TECHNIQUES, Spokane Falls Community College. 30

29. WOMEN'S EMPLOYMENT NETWORK, South Seattle Community College. 31

PROJECT NO. 1

Title: NEW CAREER HORIZONS: A RURAL OUTREACH MODEL FOR UNEMPLOYED DISADVANTAGED SINGLE HEADS OF HOUSEHOLDS

Agency: Skagit Valley College

Contact Person: Ms. Sherry Satran, and
Ms. Carol Trowbridge
Skagit Valley College
2405 College Way
Mt. Vernon, WA 98273

This outreach project operated from January through June of 1980, and was designed to make career training information accessible to approximately 100 single female disadvantaged heads of households living in remote areas. Areas served included San Juan, Whidbey, and Fidalgo Islands as well as Concrete. The basic rationale for this project states:

> Skagit, San Juan and Island counties are among the highest unemployed areas in the state of Washington... This program's services are designed to affirmatively address the single female head of household, who is disadvantaged in the development of job skills. There is a commonality in many of the issues related to being a disadvantaged single head of a household such as supporting children managing home and work responsibilities, being underskilled, having cultural barriers, etc.

Project methods included: 1) offering career planning job search workshops, 2) developing employability plans, and 3) referring individuals to training and/or job placement resources. Childcare was provided for all component activities of the project.

A model career transition curriculum has been developed from this project and incorporates flexible, modularized components as well as a sample employability plan. A sample participant notebook which includes all curriculum exercises is available.

Recommendations for new projects or further studies include:

> "This project has barely scratched the surface of the numbers of disadvantaged rural women who desire and need career planning services. We would recommend that any future project: (a) address the needs of all disadvantaged rural women, no matter what their marital status, (b) be sure to include child care services for all activities, (c) use local women as advocates to recruit other women in their area to attend, and (d) allow maximum flexibility in attendance by modularizing activities to be self-contained."

PROJECT NO. 2

Title: A MODEL TO INCREASE AND RETAIN NON-TRADITIONAL AND HANDICAPPED SECONDARY VOCATIONAL ENROLLMENTS

Agency: Edmonds School District No. 15

Contact Person: Mr. William T. Moran
Edmonds School District No. 15
3800 - 196th S.W.
Lynnwood, WA 98036

This model project, which took place over the 1978-80 school years, had an overall objective to develop and implement a program adaptable throughout Washington State that would enable school districts to increase and retain enrollments of handicapped and non-traditional students in vocational training programs in secondary schools.

During the first year the project staff developed and produced both printed material and a sound/slide presentation. The printed material included a 12-page newspaper-type catalogue which incorporated photographs of non-traditional students actively participating in vocational education classes. The 10-minute color sound/slide show featured the district's Intradistrict Vocational Education program. Emphasis was placed on the fact that non-traditional and handicapped students have equal opportunity to enroll and be transported by bus from their home-school to any of the fifteen intradistrict class sites.

Other activities incorporated into this model project included: an examination of curricula for bias toward target student populations, inservice training experiences for vocational education teachers and job placement services for students through school district cooperation with the Washington Employment Security Department.

During the second year of the project, paraprofessional aides were hired to assist those vocational teachers who had special needs students mainstreamed into their classes.

Final results of the program indicate that enrollment of students in vocational education programs which are not traditional for their sex is up 50% from the 1978-79 school year; enrollment of handicapped students in vocational education training programs is up 110% from the previous school year of 1978-79.

PROJECT NO. 3

Title: PROMOTION OF SEX EQUITY IN NON-TRADITIONAL VOCATIONAL EDUCATION

Agency: Shoreline Community College

Contact Person: Dr. Mildred Andrews
Shoreline Community College
16101 Greenwood Avenue No.
Seattle, WA 98133

This project was designed to develop and field test a model program from February 1978 through January 1979. Non-traditional careers were presented by vocational program coordinators in the form of rotational weekly workshops which emphasized vocational areas where sex-role stereotyping is most evident. The content of the seminars included training requirements, the range of career options within the field, occupational outlook, salary, upward mobility potential, access to apprenticeship programs, the status of women/men within the field, traditional deterrents on the basis of sex, etc.

Findings from this project gave rise to many recommendations, some of which are:

1. Inservice workshops should be offered to all college administrators, counselors, and faculty members to acquaint them with current job market trends (i.e. women entering non-traditional careers), equal opportunity and affirmative action laws, problems of sex role socialization and inadequate preparation that face the non-traditional student.

2. An advisory committee on sex equity should be formed on each campus.

3. A continuous, rotational lecture/discussion series should be offered to introduce students and prospective students to non-traditional career options in vocational education programs.

4. The women's program and the counseling center should emphasize non-traditional career direction as a top advisory priority.

5. Special prevocational courses should be introduced to the college curriculum, particularly for women who, due to sex role socialization, received inadequate exposure to mathematics or to industrial arts in their pre-college training.

6. Flexible scheduling should be offered in vocational programs to accomodate evening and part-time students in non-traditional programs.

PROJECT NO. 4

Title: HORIZON PROJECT

Agency: North Seattle Community College

Contact Person: Mr. Earl Weber, and
Ms. Jeanette R. Meagher
North Seattle Community College
9600 College Way No.
Seattle, WA 98112

North Seattle Community College's 1979-80 Horizon Project trained nearly 100 unemployed/underemployed economically and academically disadvantaged victims of domestic violence in job seeking skills which led either to their employment or the development of a plan for their continued search for employment; concomitantly an emphasis was placed on the development of a long range career plan which might have involved additional vocational education and/or job training resulting in higher employment situations.

The basic rationale behind Horizon Project includes this statement:

> Many women continue to endure physical attacks from their husbands because the alternative of divorce means living in poverty. Battered women's economic dependence on their assaultive husbands pose two major problems: First, economic dependence on their assailants ties many battered women to lives of humiliation for lack of the economic viability to support themselves and their children. Secondly, if these women do leave their husbands they frequently become dependent on the state for public assistance.

In addition to attendance at employment support groups offered twice weekly, participants were involved in workshop training. The workshops provided experiences in assertiveness training, self-esteem evaluation, vocational interest clarification, assessment of skills, resume writing, defining some long-term goals, completing actual job interviews with community employers, and completion of a program evaluation. Workshops also provided information on provisions for child care during employment, sexual harassment on the job, non-traditional employment opportunities, and addressed special problems of the employed single parent.

PROJECT NO. 5

Title: NON-TRADITIONAL CAREERS FOR MEN AND WOMEN, a slide/sound presentation

Agency: North Seattle Community College

Contact Person: Mr. Earl C. Weber, and
Mr. Cecile Andrews
9600 College Way North
Seattle, WA 98103

This project was embarked upon in 1979 for the purpose of producing a slide/sound presentation which deals with non-traditional, post-secondary vocational educational opportunities available to men and women in the state of Washington. The basic rationale for this project states:

> High School girls are not being adequately prepared for the realities of the work force and are thus educationally disadvantaged. Many of them do not learn, or do not take seriously, the fact that they will spend the majority of their adult years working at low wages and possibly supporting a family alone.

The orientation of this twenty minute slide/sound presentation is toward high school youth with an emphasis on overcoming educational disadvantages suffered by young women who are inadequately prepared to earn a good living. Both training opportunities and successful careers in non-traditional occupations are emphasized.

PROJECT NO. 6

Title: PRE-VOCATIONAL COURSE FOR WOMEN IN NONTRADITIONAL OCCUPATIONS

Agency: Bellingham Vocational-Technical Institute

Contact Person: Mr. Desmond McArdle, Program Developer
Bellingham Vocational-Technical Institute
3028 Lindbergh Avenue
Bellingham, WA 98225

This summer program, under the special grants for governors of the CETA program, was intended to help women understand a variety of occupations that usually are considered nontraditional for women. Students, instructors, counselors, administrators, and employers all cooperated in providing the experiences and awareness that created the over enthusiasm so obvious when observing the class.

Instructor Brennan O'Connor served as facilitator, mediator, counselor, teacher, job developer and supporter of the group of sixteen (16) women being guided toward meaningful employment.

Class participants came from all walks of life. They considered themselves "middle aged." Some were heads of households and all were unemployed, under-skilled and candidates for public assistance.

In the eight (8) weeks the class was offered, students learned about the trades; explored the local employment market; assessed their own interests and skill potential; tried out the tools and equipment in the school shops; and made knowledgeable decisions for their futures. As a result, the school has eager women training in auto mechanics, appliance repair, machine shop, engineering technology, welding, carpentry, and electrician programs.

PROJECT NO. 7

Title: NON-TRADITIONAL CAREER INFORMATION AND COUNSELING CENTER

Agency: South Seattle Community College

Contact Person: Ms. Karen M. Foss, and
Ms. E. Katey Alexander
South Seattle Community College
6000 - 16th Avenue S.W.
Seattle, WA 98106

The Non-Traditional Career Information and Counseling Center was operated at South Seattle Community College from December 1979 through December 1980. The Center was designed to assist disadvantaged persons who are single heads of households obtain employment.

> The emphasis of the Center is on non-traditional careers since they provide women, who make up the majority of the single heads of households, with the maximum income with minimum training and/or education.

The Center has offered one-day non-traditional career exploration workshops, individual career counseling, and aptitude, interest, and basic skills assessment. Based on each woman's interests, skill level, background and needs, they were encouraged to participate in hands-on experiences in vocational areas, tours of industry, and work observation/experience opportunities. In addition, women's support groups were organized and staff at the Center provided assistance in identifying legal, financial, health, counseling, housing, and child care resources. A final objective was realized when women were placed in vocational training/apprenticeship programs or when women participated in job readiness and job finding workshops.

Several ten minute video cassettes featuring women working in various non-traditional jobs have been developed by the Center and the College's Audio-Visual Department. Some of the filming for each ten minute segment was done on the job site. The video casettes are available for viewing at the Center and copies can be made available for loan to other agencies.

PROJECT NO. 8

Title: DISPLACED HOMEMAKER JOB DEVELOPMENT AND PLACEMENT PROGRAM

Agency: Seattle YWCA

Contact Person: Ms. Rita Ryder, Executive Director
YWCA
1118 5th Avenue
Seattle, WA 98101

The Seattle King County YWCA's program for displaced homemakers will operate through June of 1981. The major goal is to help displaced homemakers find jobs that meet their income requirements, and fit their interests and skills.

The program serves women who reside in South Snohomish County, and North and South King County. Program service components include:

1. Individual interest and skill assessment, referral and placement in jobs.

2. Week long, intensive "Job Readiness" workshops, available to all program participants (includes resume preparation, confidence building, interviewing techniques, job finding skills, job market survey, EEOC and Affirmative Action information, and orientation to the work place).

3. Job exposure placements (various businesses and organizations in King County are providing short term job exposure positions).

4. Support groups and individual counseling. (Services will remain available after placement on the job or student enrollment in a vocational training program).

5. Access to YWCA facilities and services, including emergency housing, health and fitness activities, adult education classes, and therapy referral.

6. Information and referral.

"...many homemakers are not fully prepared to assume the full load of responsibilities that face them with displacement. We contend however, that the vast majority have the basic potential and capabilities necessary to obtain adequate employment and successfully adjust to their new status. Many of the skills learned in the home and through community volunteer experience can be translated or developed into marketable job skills."

"Please check with us for "How to Do It Manual" in early 1981."

- Seattle King County YWCA -

PROJECT NO. 9

Title: CAREERS FOR DISPLACED HOMEMAKERS

Agency: Griffin Business College

Contact Person: Mr. J. Michael Griffin
2005 Fifth Avenue
Seattle, WA 98121

The primary objective of this 1978-79 project was to provide the assessment and skill training necessary to facilitate the successful entry of participating displaced homemakers into the job market.

The final report from Careers for Displaced Homemakers states the following:

> The conclusions and implications of this demonstration project would indicate some important recommendations. Displaced homemakers are an anxious and needy target population. Commitment of institutional and programatic resources to serving their needs is justified and necessary. Resources for similar programatic focus statewide should be allocated.
>
> Vocational training programs should be flexible, permitting ease of modification and change. Curricula should support displaced homemakers evolving awareness of their vocational interests. Training programs should also take into account the need for many displaced homemakers to "ease into" the classroom situation. Programs should not delegate them simply to a reduced time schedule since as they become "acclimated" their rate of progress and motivation accelerate and curricula not taking this into account would prove frustrating. Vocational training should foster close student-faculty relationships so that the relevance of their current educational experience to the job market can continually be reinforced.

PROJECT NO. 10

Title: PROJECT NON-TRADITION

Agency: Seattle/Opportunities Industrialization Center (S.O.I.C.)

Contact Person: Mr. John Charles
S.O.I.C.
315 - 22nd Avenue So.
Seattle, WA 98144

The S.O.I.C.'s Project Non-Tradition ran from April 1978 through February 1979. The rationale for this project is stated as follows:

> Historically, women and minorities have experienced dual employment discrimination in 1) relegation to occupations and industries in the secondary sector that assigns low wages and benefits, less desirable working conditions, job insecurity, lack of promotional opportunity, and arbitrary supervision; and 2) sex and race discrimination. Such discrimination has manifested itself in an over-representation of women and minorities in lower status and structural unemployment.

Project Non-Tradition served 145 disadvantaged persons in their preparation for non-traditional employment. The following objectives were met:

1. Vocational counseling concentrated on non-traditional and primary labor force employment to increase participants' awareness of vocational alternatives.

2. Competency based instruction in reading and mathematics prepared participants for vocational training and/or entry level non-traditional employment.

3. Employment seminars provided an opportunity for employers and students to recognize sex-role and racial stereotyping in hiring and upgrading practices.

The various modules of Project Non-Tradition could be replicated in other training and/or employment settings. In addition, this model curriculum and evaluation forms are available upon request.

Recommendations which are based on the operation of this project are:

"a. More research and projects should be developed to increase women's knowledge of non-traditional opportunities in employment.

b. Research should be conducted to determine the dominant factors which influence women to remain in low-paying traditional skill areas, even though they are given the opportunity to enter a higher paying non-traditional skill area."

PROJECT NO. 11

Title: DISPLACED HOMEMAKER CENTER

Agency: Bellevue Community College

Contact Person: Ms. Mary Ellen Brune
Director, Women's Programs and Services
Bellevue Community College
Bellevue, WA 98007

The following statements have been extracted from one of this project's awarded contract proposals:

> "The history of the Displaced Homemaker Program at Bellevue Community College Women's Center, and the current demonstration project clearly indicates that there is a need for services for displaced homemakers, and the Women's Center can effectively meet that need. Since its inception in July, 1976, more than 900 women have requested assistance from the Displaced Homemaker Program. Two hundred twenty (220) have participated in structured job-readiness programs. The rest have been served with individual counseling, information and referral, support groups and supplementary workshops. Intake statistics indicate that 15% of the women served by the program have not completed high school, 44% are high school graduates with no additional training, and 55% report annual incomes below $6,000 with an average of two minor children to support...
>
> The major goal of this comprehensive program has been to assist displaced homemakers in their transition from emotional and financial dependence to increase self confidence, coping skills and economic self sufficiency..."

(A condensed summary of the project's objectives which have been met and are continuing to be met will highlight the activities of the Bellevue Community College Displaced Homemakers Center):

Objectives include -

1. To provide an eleven-week intensive pre-employment training leading to employment or vocational training.

2. Recruitment of displaced homemakers into the program with priority given to individuals over 40 years of age and/or out of the labor force the longest, and/or in the low income stratum.

3. To increase the displaced homemaker's knowledge of their interests, aptitudes, and vocational/employment operations.

4. To increase the program participants' competency in basic math and/or English.

5. To provide emotional support and self-confidence building groups.

6. To place participants in full-time employment or vocational training.

7. To provide individual personal and/or job counseling.

8. To offer workshops on job information and referral orientation.

9. To offer workshops on health care, low cost nutrition, financial management, paralegal information, etc.

"Our approach has been to deal with the total person in an individualized way."

PROJECT NO. 12

Title: EXTENDED ENTRY MODEL FOR VOCATIONALLY UNDER-PREPARED ADULTS (FOCUS ON WOMEN)

Agency: Highline Community College

Contact Person: Ms. Janic Reha,
Ms. Kathy Bain,
Ms. Betty Colasurdo

This 1979-80 project has as its overall objective a goal of placing a minimum of 70% of the 45 project participants into vocational education programs, and/or job placement.

Sub-objectives of the program include:

1. Identification and recruitment of students by developing a cooperative effort to expand contact between H.C.C. and community based agencies, and establishment of a major recruitment site at a low income housing project.

2. To develop and implement a series of three 16-week programs which would:

   a. Identify each student's basic skill levels in reading, writing and arithmetic.

   b. Assess potential areas of growth in self-confidence and assertiveness and enhance these characteristics through group processes and individual advising.

   c. Increase student's knowledge and awareness of vocational and community resources.

   d. Present lecture-discussion program on:

      - preventive health care
      - financial planning and budgeting
      - employee rights and responsibilities
      - credit
      - legal knowledge
      - work and home responsibilities
      - social skills

3. To provide continued support for the program participants as they move out of the extended entry program into vocational training and/or work environments.

4. Follow-up and evaluation.

PROJECT NO. 13

Title: NEW HORIZONS FOR WOMEN IN TRANSITION

Agency: Clover Park Vocational-Technical Institute

Contact Person: Dee Doss, Program Director
Women in Transition
Lakewood Community Center, Room 204
9112 Lakewood Drive, S.W.
Tacoma, WA 98499

The primary goal of this program is "to provide re-entry tools and skills to assist in upward mobility, and self-sufficiency for the Displaced Homemaker;" to help with career selection, training, and/or employment. The staff of the Women in Transition center are displaced homemakers and can relate to the problems encountered by those emerging from homemaker roles into the stark realities of the working world.

The assistance offered is options and choices through peer counseling from the initial contact with the client until the client is enrolled in a training program. In the past three months, clients have enrolled in such classes as: Retailing, data processing, food service, electronics, technical illustration, cashier, travel consultant, child care specialist, retail business manager, printing, accounting, stenography, educational secretary, dental assisting, typing, machinist, medical ward clerk, licensed practical nurse. Participants are also provided referrals and interviews for career training, work experience, and work study programs. The transitional woman and man is encouraged to use homemaking skills and volunteer experience to develop and create employment opportunities.

Clients are encouraged to keep in touch and share some of their experiences with us as to their progress. The staff feels it is always good to know that there is someone in the world who cares.

PROJECT NO. 14

Title: A CAREER AND LIFE PLANNING OUTREACH PROJECT

Agency: Highline Community College

Contact Person: Mr. Michael J. Grubiak, and
Mr. Alan Torgerson
Highline Community College
Midway, WA

A Career and Life Planning Outreach Project began in January, 1980, and will continue through December, 1980. It is expected to serve about 200 academically and/or economically disadvantaged students in the Federal Way, Burien and White Center areas. A career specialist has developed a career planning program which is supplemented by written, audio, and computerized occupational information. Participants will develop a personal plan of action.

Participants have come from Adult Basic Education, GED preparation, English as a Second Language, and a large Asian Refugee program. The goal of the program is to develop a system which utilizes the resources of Highline Community College and the community itself, so that the program will continue to assist people when funds terminate.

PROJECT NO. 15

Title: CAREERS FOR WOMEN IN SCIENCE AND TECHNOLOGY: A MODEL TREATMENT PROGRAM

Agency: Highline Community College

Contact Person: Dr. Diane DeWitt, with
Ms. Elizabeth Colasurdo,
Women's Programs Coordinator
Highline Community College
Midway, WA 98031

The development, implementation, and evaluation of the Careers for Women in Science and Technology project took place between March and December of 1978. The basic rationale for this project states:

> More and more women seek employment with a career challenge and the promise of an adequate income, yet hesitate to enter traditionally male occupations or occupations requiring math and science skills. Employment opportunities exist for those possessing those skills.

This project encouraged approximately 50 women to enter fields related to science and technology by:

1. Exposing them to the employment settings and career opportunities on these fields.
2. Introducing them to women successfully employed in these fields.
3. Reducing their math and science anxiety.
4. Increasing their self-confidence in male-dominated work situations.
5. Testing their vocational interests, work values, and marketable skills.
6. Advising them on career and educational alternatives.
7. Assisting them with educational or job placement.

To accomplish the above, the project personnel:

1. Designed and field tested an integrated course to facilitate project goals.
2. Recruited, counseled, instructed, advised, and helped place students.
3. Located successfully employed women to serve as role models and resource persons.

5. Recruited, instructed, advised, and helped place students.

The final report (90 pp.) of this curriculum development project may be obtained from the Washington State Commission for Vocational Education's Research Coordinating Unit.

Write: Mr. Gene Bigger, RCU Director
Commission for Vocational Education
Bldg. 17, Airdustrial Park MS LS-10
Olympia, WA 98504

PROJECT NO. 16

Title: DISPLACED HOMEMAKER PROGRAM

Agency: Tacoma YWCA

Contact Person: Ms. Michele Crosby
Director, Women's Resource Center
Tacoma YWCA
405 Broadway
Tacoma, WA 98402

The Tacoma YWCA's Displaced Homemaker Program is expected to operate through June of 1981. The program application's abstract states...

> Of all the areas where cooperation is needed between community service agencies and higher education institutions, none is a greater priority than assisting the increasing numbers of Displaced Homemakers to achieve emotional and economic security...
>
> Our objective is to identify 250 unserved Displaced Homemakers in the city and county through a mass media promotional campaign... The YWCA's Women's Resource Center will administer the intake interviews, assess economic and educational needs and then refer the clients to the college with the appropriate occupational programs. The colleges will provide pre-employment counseling, classes, workshops and seminars for the Displaced Homemakers.

Provided within this program is an intensive eleven week course designed for 250 displaced homemakers who need the full services of the YWCA, Fort Steilacoom Community College, and Tacoma Community College, including pre-employment counseling, job skills training, and placement in an industry or business.

PROJECT NO. 17

Title: PRE-TRAINING FOR APPRENTICESHIP PROGRAMS IN CONSTRUCTION AND METAL TRADES

Agency: Renton Vocational-Technical Institute

Contact Person: Paul Greco, Supervisor, Trade/Industrial Education
Renton Vocational-Technical Institute
3000 N.E. Fourth Street
Renton, WA 98055

This program, sponsored by the Employment and Training Division, Employment Security Department, and the Governor's Youth Grant, is designed to help an individual enter an apprenticeship program in the construction and metal trades. The program consists of two components.

The orientation component consists of exploration and preparation for opportunities in the apprenticeable trades. This is scheduled during five consecutive days, six hours per day and includes information on: general apprenticeship information, general information on each trade, job safety, use of hand tools, construction and metal trade field trips, job application and, job interview. Individuals will receive career counseling before and after the orientation session. The outcome of the participant's assessment following the orientation will determine if she/he advances to the pre-training for apprenticeship class or receives a referral to an alternate program, alternative education, vocational training or employment.

The second component of the program is the pre-training for apprenticeship which lasts 18 weeks, five days a week, six hours a day. Information covered includes: Basic math, trade-related math, trade-related science, welding, building and general construction language, basic blueprint reading, use and care of power tools, strength building, employer/employee expectations, first aid, practical work experience.

Applicants to this program must be 16 through 21 years of age. Other requirements are that they be minority youths and females, from a low income family, and a resident of King County. Additional information can be obtained through Vocational Exploration and Referral Service Center, Inc. 3000 NE Fourth Street, Renton, WA 98055, (206) 235-2202.

PROJECT NO. 18

Title: PROJECT NON-TRADITION

Agency: Tacoma/Pierce OIC

Contact Person: Ms. Vi Arsenault
Tacoma/Pierce OIC
1712 Sixth Avenue
Tacoma, WA 98405

Project Non-Tradition ran from January 1978 through September 1978 and was based on a self-paced, competency model, serving approximately 30 people who were identified as disadvantaged or unemployed women or minorities. Criterion reference testing was used to focus on academic weaknesses. All instruction was individualized. Attitudinal change was emphasized throughout and accomplished through personal development, motivation and acquisition of life skills.

Training averaged 10 weeks for each individual. All phases of the project were open entry and open exit with participants moving through the project as they reached levels of competency. All participants assessed vocational interests by such instruments as the Ohio Vocational Interest Survey. Personal, financial, and vocational counseling as well as employment assistance were provided each client throughout participation. Other services in this whole person training concept included supportive emergency needs such as transportation or temporary child care.

Vocational counselors, employment representatives, and instructors worked as a team with each participant to prepare her/him to enter non-traditional employment or the primary labor force. All teaching materials were specifically designed to meet the needs of the disadvantaged adult.

PROJECT NO. 19

Title: WORK OPTIONS FOR WOMEN

Agency: Olympia YWCA

Contact Person: Ms. Shelly King
Olympia YWCA
220 E. Union
Olympia, WA

Work Options for Women has been in operation for a five year duration, beginning in the mid-1970's. The major thrust of this project has been centered around the concept of counseling the "whole woman," with the goal of placing women in pre-apprenticeship or apprenticeship training, self-employment, and other non-traditional occupations in the primary labor force. Since the onset of this project hundreds of women have been placed in jobs ranging from pipefitters to race horse jockey.

Workshops and counseling together with a wide range of supportive services have continued to promote the following project accomplishments:

1. Making women aware of the advantages of non-traditional jobs and opportunities available to them.

2. Assessing interests, aptitudes and goals of participants in order to make realistic choices in present labor market conditions.

3. Providing enabling supportive services for effective client participation; services which have ranged from travel aid and child care to emergency car repair.

4. Providing job finding skills and techniques including confidence building and interviewing strategies.

5. Opening doors to male dominated training and education programs.

6. Working with local industry to develop both special programs and otherwise non-existing and new jobs.

7. Following-up on the progress of and continuing support for program participants.

There is a slide presentation currently being developed which will be entitled "Non-Traditional Women in Their Workplace."

PROJECT NO. 20

Title: TRAINING EDUCATIONALLY/ECONOMICALLY DISADVANTAGED WOMEN AND MEN IN PARK OPERATION AND MAINTENANCE

Agency: Washington State Parks and Recreation Commission

Contact Person: Ms. Willa Gebo, and
Mr. Rex Derr, Chief
(Youth Development and Conservation Programs)
7150 Cleanwater Lane
Olympia, WA 98504

Only three percent of the Park Ranger positions in Washington State Parks are presently occupied by women. In the same respect, the availability of these positions to educationally and/or economically disadvantaged individuals (women and men) is very limited. The basic training period, that which overcomes the educationally disadvantaged to the point of competitive entry, is the critical point of control for the related employer outreach. This project focused on that critical "point of control."

The major objective of this project, to prepare educationally and economically disadvantaged individuals for entry into Ranger Trainee positions in Washington State Parks, was met through the following activities:

> Each trainee rotated through a series of skill training sessions, at carefully selected locations in the Washington State Parks system. Participants spent a prescribed period of time at each station working one-on-one with a supervisor/trainer to obtain identified skills. During the year trainees resided in State Park facilities and were immersed in the responsibilities of the identified positions.

PROJEC NO. 21

Title: DISPLACED HOMEMAKER PROGRAM

Agency: Lower Columbia Community Action Council

Contact Person: Ms. Judi Raiter
Director, Career Change/Displaced
Homemakers Program
Lower Columbia Community Action Council
P.O. Box 2126
Longview, WA 98632

This program will operate through June, 1981. It offers a full-range of services to 100 displaced homemakers within a 2 county area, Cowlitz and Wahkiakum. A primary goal of the project is to place participants into positions of gainful employment.

Many hours of structured workshops and counseling sessions are offered as well as additional services which include the following: bi-monthly support groups, weekly group therapy sessions led by a mental health professional, newsletter, one-day conference, and training advisement to assist those displaced homemakers attending the Lower Columbia Community College.

The Lower Columbia Community Action Council is a non-profit organization whose main function is to plan and implement job development, social, health and housing services. It has been in existence since the mid-1960's.

PROJECT NO. 22

Title: NON-TRADITIONAL JOB OPPORTUNITIES

Agency: Lower Columbia College

Contact Person: Ms. Fran Chaffin
Non-Traditional Job Opportunities
Lower Columbia College
1600 Maple
Longview, WA 98632

The Non-Traditional Job Opportunities program has embraced the following goal: to assist low income women in Cowlitz and Wahkiakum counties (Southwestern Washington) in entering jobs that have been traditionally held by men and jobs which will provide an adequate wage, benefits, and upward mobility. Major objectives of this project have included the preparation of women for the realities of a job before they are employed so that they can make realistic decisions, and to train people for jobs that actually exist and that meet the needs of community employers.

Two major strategies have been used to enable women to obtain non-traditional jobs: 1) job readiness assistance has been provided to participants, and 2) jobs and/or training are developed in coordination with other agencies or resources such as Employment Security Department, Division of Vocational Rehabilitation, labor unions, Chamber of Commerce, the Interagency Council, etc.

Direct assistance through Non-Traditional Job Opportunities has included outreach/recruitment, intake, assessment of skills, counseling, in-depth interviews, aid in resume writing, interviewing techniques, confidence building, and other supportive matters as they relate to job preparation and readiness at Lower Columbia College.

PROJECT NO. 23

Title: YWCA JOB BANK

Agency: Vancouver YWCA

Contact Person: Ms. Donna Ahrens
Vancouver YWCA
1115 Esther St.
Vancouver, WA 98660

Vancouver's YWCA Job Bank ran throughout the year 1978. Major efforts of this program included:

1. Information on employment and resources in the community for women seeking re-entry into the job market.

2. Information on opportunities for alternatives to full-time employment, part-time, tandem jobs, and self-employment.

3. Promotion of job sharing opportunities and encouragement of part-time employment.

4. Career information and planning for teens.

Services provided to clients included individual counseling, support/discussion groups, listing available part-time jobs, resource information on employers, opportunities for involvement in promotion of part-time employment, classes and workshops on job readiness and how to seek employment, and career exploration classes for teens. Employers were reported as being very supportive and cooperative and were provided with listings of mature, highly motivated people at a variety of skill levels as well as assistance with establishing alternatives to traditional full-time positions.

PROJECT NO. 24

Title: PROJECT SHARE

Agency: Wenatchee Valley College

Contact Person: Ms. Nancy Stetson
Wenatchee Valley College
1300 Fifth Street
Wenatchee, WA 98801

Wenatchee Valley College's displaced homemaker program, called SHARE, is expected to run through June of 1981. The project's basic proposal states that...

> Seven percent of the population (in Chelan, Douglas and Okanogan Counties) or 6,440 residents are "displaced homemakers." ...Wenatchee Valley College proposes to serve this population in a four-phase program, with entry possible at any phase: 1) re-entry, 2) training, 3) sustaining, and 4) exit process. The overall goal of WVC's program is to develop and test a model of delivering needed services to displaced homemakers in rural areas in order to help them gain independence and economic security. Part of the philosophy underlying the program is that, if given the linkages, displaced homemakers will share their resources with each other. Also, if given the linkages, community agencies, businesses, educational institutions, and groups will share their resources with displaced homemakers with the knowledge that all will benefit from the displaced homemakers' new independence and economic security. Thus, the project's title SHARE. WVC will be assisted in developing the program by Partnership for Rural Improvement.

Some of the major objectives for the program include:

1. To develop and test strategies for identifying displaced homemakers.
2. To elicit interest in employment and employment-related issues from potentially-qualifying clients.
3. To process, qualify, and assist displaced homemakers in determining their level of need for services.
4. To provide training opportunities at WVC.
5. To provide sustaining services.
6. To develop a network of job placement contacts.

PROJECT NO. 25

Title: GUIDELINES TO ACHIEVE SEX EQUITY IN VOCATIONAL EDUCATION

Agency: Washington State University,
Home Economics Education Department

Contact Person: Dr. Ruth Martin
Washington State University
210 White Hall
Pullman, WA 99164

This project, which took place from November 1978 through September 1980, consisted of four phases. Phase one objectives were: 1) an assessment of project participants perceptions toward the existence of sexism in Home and Family Life materials, and 2) the development and delineation of a model of nonsexist curriculum guidelines that can be applied to new and/or existing materials. Phase two consisted of a workshop to review and revise model instructional strategies that are nonsexist and to evaluate existing non/print resources for evidence of sexism. Phase three included the field testing of phase one and two products by the Teacher's Coordinating Council. Phase four consisted of final dissemination of project's findings and products to Home and Family Life teachers at the August 1980 Vocational Conference.

Products of this project were designed for use by two target populations: 1) curriculum developers and specialists charged with the responsibilities of implementing the requirements of Title IX and the Education Amendments of 1976 regarding elimination of sex bias in vocational education; and 2) vocational educators and all others concerned with secondary and/or postsecondary instruction of an inservice or preservice nature. Publications available include: "Guide for Review of Sex Equity in Resource Materials", and "Guidelines for Sex Equity in the Teaching Environment".

Recommendations based on this project call for

> "Workshops to involve vocational educators from other service areas in the promotion of sex equity; and Demonstration workshops on model teaching strategies to promote sex equity in vocational education."

PROJECT NO. 26

Title: DIAL WOMEN/VOCATIONAL-EDUCATION OPPORTUNITIES

Agency: Washington State Community College Dist. 17

Contact Person: Ms. Shirley A. Michaelson
Washington State Community College Dist. 17
No. 2000 Greene Street
Spokane, WA 99207

There were two basic components to this project which operated from January 1978 through September 1978: the Women's Help Line and the Women's Information Network. The Women's Help Line operated as a telephone information/referral/counseling center which offered peer counseling on education, vocation and employment opportunities and supportive services. The Women's Information Network provided up-to-date material on issues relevant to women including current events, community services, education and training resources, and current job listings.

The final report for this project includes the following recommendations -

> The need to develop support groups which would meet once a week has become quite apparent. They would meet the needs of women calling in who have similar concerns: 1) job hunt; 2) career development; and 3) changes (divorce, separation, children leaving home).
>
> An excellent way to help women become more aware of resources available to them would be to provide a variety of free workshops... Additional programs pertraining to such topics as employment orientation, stress, school and sex roles could be provided if funding could be obtained.
>
> To the best of our knowledge, no other programs of this nature (Women's Help Line) have been developed in the State of Washington. It is felt that the Women's Help Line should be a model project.

PROJECT NO. 27

Title: DISPLACED HOMEMAKER CENTER

Agency: Washington State Community College Dist. 17

Contact Person: Ms. Shirley A. Michaelson
Washington State Community College Dist. 17
N. 2000 Greene Street
Spokane, WA 99207

The Displaced Homemaker Center project will run through June of 1981. The following abstract is excerpted from the project's initial contract application:

> The Spokane Displaced Homemaker Center project is designed to establish a central clearing house to disseminate information about needed services to displaced homemakers in eastern Washington with special emphasis on the urban and rural areas of Spokane, Ferry, Whitman, Pend Orielle, Lincoln, and Stevens counties. Through a cooperative referral system, avoiding duplication of services, effective use will be made of agencies already providing services to displaced homemakers.
>
> Both urban and rural areas will be served by the Center to be located in the Women's Center of Washington Community College District 17 in Spokane. Further services will be made available to the rural areas by the implementation of a training program for locally displaced homemakers and leaders so that they can operate as a support system within their own communities. Local agencies and organizations will be involved in services, and appropriate short courses and workshops will be brought to local areas. For the first time consideration of the specific needs of the rural displaced homemaker will be addressed.

The identified thrust of this program in both the rural and urban areas relates to the basic needs of the displaced homemaker. The objectives are a) to develop job readiness, and b) to accomplish job placement through: 1) cooperative education, 2) job development, 3) vocational training, 4) job counseling and c) to supply the displaced homemaker with support systems basic to building a productive life.

PROJECT NO. 28

Title: POSITIVE JOB SEARCH TECHNIQUES PROGRAM

Agency: Washington Community College District 17

Contact Person: Ms. Shirley Michaelson
Spokane Falls Community College
West 3410 Fort George Wright Drive
Spokane, WA

The Positive Job Search Techniques Program operated from December 1979 to June 1980. Included in the target population were four groups: adult basic education students, members of families of the incarcerated, Head Start Parents, and displaced homemakers. Individualized training was offered for approximately 140 adults in a series of 10 two-week, 32-hour classes. Training focused on job goal development and job seeking skills. The basic rationale for this project states:

> Job goal development will enable individuals realistically to cite skills and other assets and to match those skills and assets with job opportunities. Job seeking skills training will enable individuals to contact employers effectively, to compile personal data, to apply for employment, and to handle employment interviews effectively.

PROJECT NO. 29

Title: WOMEN'S EMPLOYMENT NETWORK

Agency: South Seattle Community College

Contact Person: Kris Falco
South Seattle Community College
6000 16th S.W.
Seattle, WA 98106

The Women's Employment Network is a service for eligible women to become acquainted with and find nontraditional jobs. The project is funded through the King-Snohomish Manpower Consortium and the Private Industry Council. The Women's Employment Network is also a service to assist employers to find qualified women for nontraditional jobs.

To qualify for the Women's Employment Network, a woman must be CETA eligible, which is generally defined as low income, unemployed or underemployed.

The WEN provides a two-week exploration class designed to identify the interests and abilities of participants. The classroom training:

Uses extensive self-assessment techniques to uncover your abilities and interests;
Provides information on the nontraditional job market;
Provides experience in job search techniques;
Provides hands-on experience with some tools and equipment;
Addresses issues of women's rights and how to survive as a woman in a male-dominated job.

After the class, WEN Career Specialists and Job Developers continue to work with participants individually and in support groups for 90 days to help them acquire a nontraditional job, and for 60 additional days after placement to help them cope with the changes of a new working environment.